




BALTIC GENDER

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Achieving Gender Equality in Marine Research: Specific Initiatives for Implementation by all Institutions

The EU project [Baltic Gender](#) has developed specific initiatives to reduce gender inequalities in marine science, which is traditionally a male-dominated field with a significant lack of women in leadership and decision-making positions. Some of these initiatives are explained below.

Supporting Structural Changes

- [13 gender-sensitive indicators](#) were employed by Baltic Gender to assess the status quo and to **monitor changes** in gender equality over time in an institution. While quantitative indicators (e.g., glass ceiling index, gender pay gap) sharpen the view for measurable gender relations in various stages of science, commitment indicators monitor the presence or absence of gender policies at the institutional level.
- Baltic Gender identified [13 best practices](#) of measures and activities that support **structural change** towards gender equality in the marine sciences and beyond. Presented together with recommendations for their implementation and criteria for selection, measures such as the network of [Women's Executive Board](#) and the mentoring program [via:mento_ocean](#) support gender-fair decision making and staff development.

Empowering Individuals and Marine Science Communities

- An initiative was launched to prevent **sexualized violence on sea-going expeditions**. Based on the documents for prevention measures on [IODP](#) cruises and the code of conduct drafted for the [MOSAIC](#) expedition, [a leaflet, a presentation and a contact sheet](#) were developed. This material aims to reinforce important rules and good practices of how all participants of a cruise should treat each other and to disseminate information on how to act if you experience or witness sexual harassment during sea-going expeditions.

Bringing Gender Perspectives into the Content of Marine Research

- The handbook [“Gender-Sensitive Teaching: An introduction for teaching staff in STEM”](#) provides a framework for lecturers to develop a gender-sensitive curriculum and to eliminate gender stereotypes through their teaching practices. The handbook includes examples from Marine Sciences and STEM as well as a checklist for improving one's teaching practices.
- [GenderWave](#) is an innovative tool, that supports the **incorporation of gender perspectives into marine research and innovation**. GenderWave consists of a series of questions and examples that guide scientists to consider gender issues in the context of their projects, a requirement that is increasingly advocated by funding bodies.